



# DCMC TRAINING CONFERENCE

*Training Operational  
and Process Challenges*

Presented by:  
Marialane Schultz  
DSN 427-2462 (703) 767-  
2462  
[marialane\\_schultz@hq.dla.mil](mailto:marialane_schultz@hq.dla.mil)  
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# Outline

- **Training challenges**
- **Budget planning cycle & training management**
- **Accountability of budget execution**
- **Training process overview - Problems & Improvements**
- **Automation**
- **Summary**



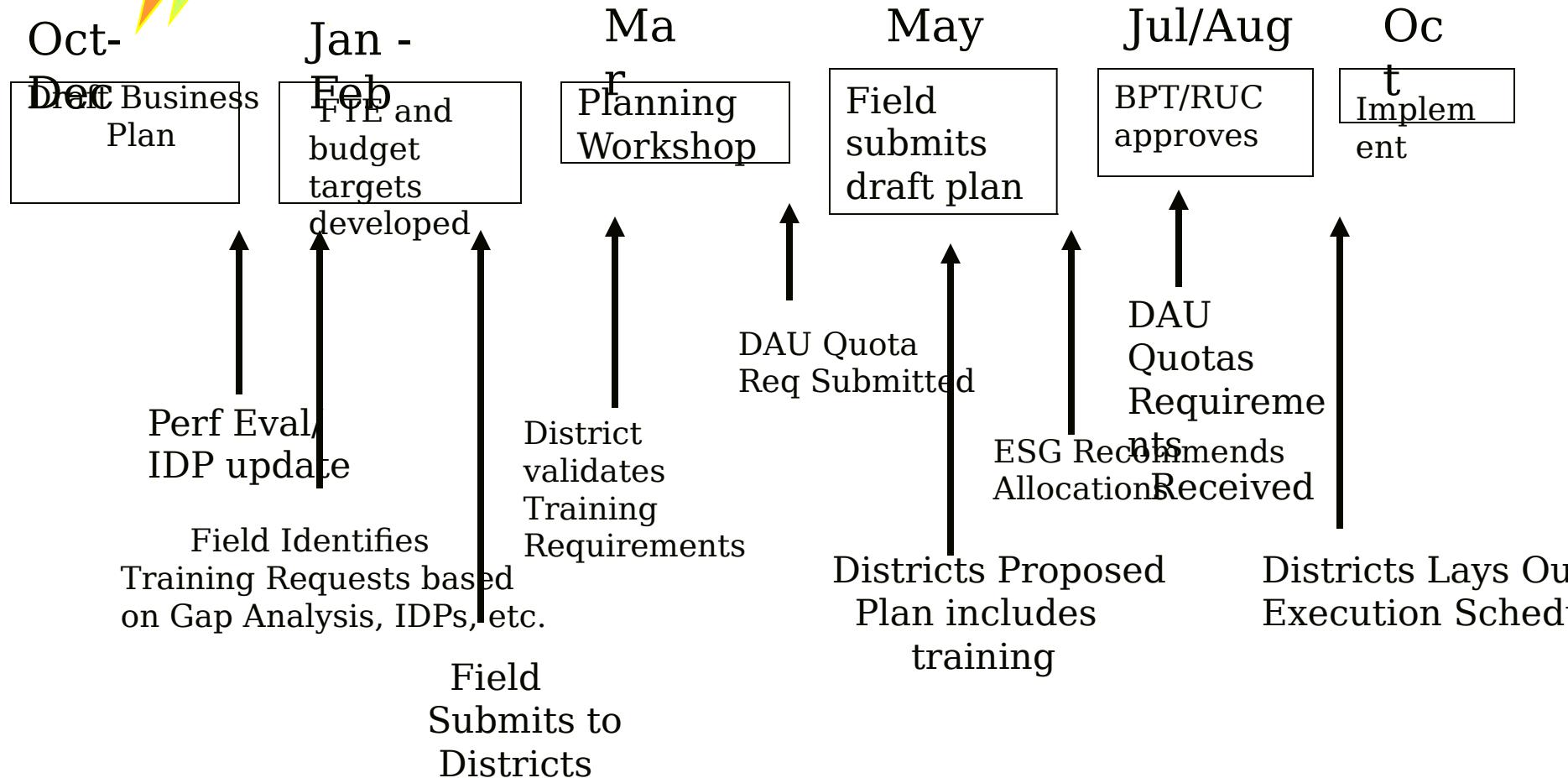
# Training Plan - Challenges

- **Providing Training to Large Global Workforce**
- **Effective Dealing with Rapidly Changing Acquisition Environment**
- **Efficiently Utilizing Constrained Fiscal Resources**
- **Relying on DAU and External Resources**

*We can't get there from here w/out a comprehensive strategy & a training management process that works*



# Budget Planning Cycle - Training Milestones





# Budget Execution - Accountability

- **Fallen short past two years -**
  
- **Everyone responsible for making process work**
  - **Training coordinator**
  - **Hqs & District Workforce staffs**
  - **Budgeting & Planning staffs**
  - **Operations**

*Lets look at the process & why we fell short of our goals----*



# Overview - Training Process

## ➤ IDP documents training needs

- █ **Training coordinator/monitor gate keeper**
- █ **Input accurate requirements and course completions into DLA-TA**
- █ **Include cost data (estimated/actual) in DLA-TA**
- █ **Requirements “roll-up” into Training Plan**

***This is only part of the picture, there's more...***



# Process Improvements Needed

## Problem

- No continuous improvement → Workforce Development Plan
- Out-of-cycle planning → Aligned requirements development & training management with Business planning/budgeting cycle.
- Training budget UNDER execution → District training execution plans
- Inaccurate Requirements definition → Increased emphasis on IDPs and data input into DLA-TA
- Poor prioritization/program oversight → Training Executive Steering Group
- Military training excluded → Increased emphasis on Military
  - Established military Deputy Director in DCMC-BG
  - Incorporated military requirements into



# Executive Steering





# Automation

- Requirements definition a labor intensive nightmare
  - Most data collection done manually
  - No “roll-up” capability for corporate planning/mgt
  - DLA-TA not consistently/accurately utilized
  
- DLA-TA official data repository
  - Not windows based or user friendly, BUT...
  - Functionality supports current need
  - Streamlines data transfer to the DoD “Modern System”

*Bottom Line...*



# Automation

- **Other systems are out there...none endorsed**
- **COGNOS tools offer potential “roll-up” capability**
- **DLA-TA offers best interim solution if data input is done accurately and completely**

***Training Coordinators/Monitors are absolutely CRITICAL to data collection***



# Summary

- **TC critical to training management process**
- **Identification of problem areas**
- **Identification of process corrections**
- **Valuable partner to supervisor & employee**

*Without you, we cannot succeed!*